

**CITY OF LONG BEACH
CITY ATTORNEY'S IMPARTIAL ANALYSIS OF MEASURE "WW"**

**INITIATIVE MEASURE ADDING HOTEL WORKPLACE
REQUIREMENTS AND RESTRICTIONS**

Measure "WW" was placed on the ballot by citizens' initiative petition. If approved by the voters, it would require a hotel in the City of Long Beach (defined as containing 50 or more rooms) to supply hotel employees who work in guest rooms without other hotel employees present with an electronic contact device, for summoning on-scene assistance and reporting threatening conduct. Hotels would be required to post notices of this practice in guest rooms.

Measure "WW" would prohibit a hotel employer from requiring a hotel room cleaner to clean more than 4,000 square feet of floorspace in any eight-hour workday unless the employer pays twice the regular rate of pay for all hours worked. If a room cleaner works fewer than eight hours in a workday, the maximum floor space would be reduced on a prorated basis. Additional restrictions on square footage of floor space cleaned for checkout and additional bedrooms are provided.

The ordinance would prohibit a hotel employer from requiring a hotel employee from working more than ten hours in any workday unless the hotel employee provides written consent, and the hotel has previously advised the employee that he or she may decline to work more than ten hours in any workday.

The ordinance would provide that a hotel employee who notifies a hotel employer of violent or threatening behavior may be reassigned to a different work area for the duration of the alleged threatening guest's stay. The hotel employer must provide the employee with paid leave time to contact the police, a counselor and other advisor. The hotel employer must permit, but may not require, the hotel employee to report the incident to law enforcement, and the hotel employer shall cooperate with any law enforcement investigation into the alleged incident.

The ordinance would require hotel employers to maintain records for at least two years of each room cleaner's wages, hours, square footage cleaned and consent to work overtime, with failure to do so resulting in fines and penalties.

The ordinance would prohibit a hotel employer from terminating or taking any other adverse action against a hotel employee for asserting their rights under the ordinance.

A hotel employer seeking to terminate or take other adverse action against any hotel employee who has asserted his or her rights under this ordinance within one year preceding the adverse action shall provide to the hotel employee a detailed written statement of the reason(s) for termination or other adverse action.

The workload and overtime provisions may be waived by a bona fide collective bargaining agreement.

Enforcement of the ordinance would be by civil action. Fines and penalties could be assessed at \$50 per affected employee per day, and may include possible punitive damages, attorneys' fees and costs.

A "Yes" vote will approve Measure "WW".

A "No" vote will not approve Measure "WW".

The above statement is an impartial analysis of Measure "WW". If you desire a copy of the measure, please call the City Clerk's office at (562) 570-6101 and a copy will be mailed at no cost to you.

/s/

CHARLES PARKIN
City Attorney